

Exhibit 300: Capital Asset Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2009-06-30
Date of Last Change to Activities: 2012-04-30
Investment Auto Submission Date: 2012-02-23
Date of Last Investment Detail Update: 2012-02-23
Date of Last Exhibit 300A Update: 2012-02-23
Date of Last Revision: 2012-05-29

Agency: 027 - Office of Personnel Management **Bureau:** 00 - Agency-Wide Activity

Investment Part Code: 01

Investment Category: 24 - E-Gov & LoB initiatives

1. Name of this Investment: Human Resources Line of Business (HR LOB)

2. Unique Investment Identifier (Ull): 027-999990032

Section B: Investment Detail

- 1. Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

The HR LOB is a strategic and transformational initiative that directly supports OPM's mission. The Federal Government will become America's model employer for the 21st century. The HR LOB directly supports OPM strategy 3.3 to Provide Leadership and Direction to Government-wide HR Programs under OPM strategic goal 3 to Expect the Best in OPM's strategic plan. HR LOB is essential to OPM's role to implement effective HR policies, products and services as the initiative drives improved HR solutions and services through the establishment of Shared Service Centers (SSCs), service delivery models and strategies for agencies. HR LOB supports agencies in implementing strategic and consultative HR practices through migration of selected HR functions to SSCs consistent with the business model determined by the agency. HR LOB's role in defining the business model and functions while holding SSCs accountable for meeting agencies' needs is essential to improved services.

- 2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.**

The HR LOB approach allows the government to take steps to improve the delivery of HR services while addressing issues facing the management of HR including redundant and

duplicative systems investment and operations, disjointed and non-interoperable systems and data, declining knowledge-based HR workforce, declining HR service delivery, lack of integration between all aspects of HR services, and lack of measured and accountable HR service delivery. The HR common solution is a market driven approach where service providers competing for government business are driven to provide the best services and most innovative solutions at the lowest cost. HR LOB has established public and private SSCs to provide technology solutions to support multiple agencies with HR Information Technology, HR management, and back office activities. Six Federal and four private sector SSCs have been selected and established to leverage economies of scale, reduce costs, and increase the quality and consistency of services provided. The vision of the HR LOB is to create a framework for a Government-wide, modern, cost effective, standardized, and interoperable HR solution(s) that provide common core functionality and maximize automation of processes to support the strategic management of human capital. If this assessment is not fully funded, then agencies will continue to spend on duplicative HR systems and the expected savings to the government of over \$1.3 billion will not be realized.

3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.

1. Developed the HR LOB Modernization Roadmap to guide the governmentwide approach to effective and efficient HRIT management. 2. Completed a total of six (four in FY 2011) shared service center (SSC) assessments under the Provider Assessment program. 3. Reviewed and approved migration Exception Business Cases for EPA, DOL and NARA. 4. Hosted the first-ever joint Customer Council (CC) and Shared Service Center Advisory Council (SSCAC) customer forum. 5. Established a formal governance mechanism for OPM government-wide system owners to coordinate interoperability and integration between OPM systems. 6. Issued the 2011 Payroll Benchmarking Report. 7. Approved the General Services Administration as an HR LOB Shared Service Center.

4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).

1. Issue final HR LOB Modernization Roadmap to guide the governmentwide approach to effective and efficient HRIT management. 2. Complete all (total of eight -- two in FY 2012) shared service center (SSC) assessments under the Provider Assessment program. Analyze lessons learned and revise the assessment methodology. 3. Establish and operate a Federal Requirements Board. Establish effective mechanisms for Federal agency and SSC HRIT subject matter experts to participate in the development of common requirements for HRIT vendor applications and work with vendors to address Federal requirements. 4. Establish a governmentwide HR Data Model. Develop a governmentwide HR data model at the logical level and synchronize/harmonize with NIEM, HR XML and OPM data governance. Review existing policies and propose new or revised policies as needed. 5. Document the HRIT systems solution architecture. Conduct current state data flow analysis. Verify the as-is OPM governmentwide HR systems solution architecture and perform current state data analysis for authoritative source, data ownership, data stewardship, and data flow. Use this analysis to identify gaps and redundancies that need to be addressed by OPM. 6. Make agency migration determinations and monitor resulting migrations to HR LOB shared service centers.

5. **Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.**

2006-06-02

Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$23.5	\$3.2	\$3.6	\$3.6
DME (Excluding Planning) Costs:	\$0.0	\$0.0	\$0.0	\$0.0
DME (Including Planning) Govt. FTEs:	\$6.3	\$1.2	\$0.8	\$0.8
Sub-Total DME (Including Govt. FTE):	\$29.8	\$4.4	\$4.4	\$4.4
O & M Costs:	\$0.0	\$0.0	\$0.0	\$0.0
O & M Govt. FTEs:	\$0.0	\$0.0	\$0.0	\$0.0
Sub-Total O & M Costs (Including Govt. FTE):	0	0	0	0
Total Cost (Including Govt. FTE):	\$29.8	\$4.4	\$4.4	\$4.4
Total Govt. FTE costs:	\$6.3	\$1.2	\$0.8	\$0.8
# of FTE rep by costs:	36	4	4	4
Total change from prior year final President's Budget (\$)		\$0.0	\$0.0	
Total change from prior year final President's Budget (%)		0.00%	0.00%	

2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

The FY 2013 request is equal to the FY 2012 budget level, and the FY 2011 budget level is equal to FY 2010 budget level minus (.02 recission). $\$1,364,000 - \$2728 = \$1,361,272$

Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
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NONE

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

Starting in FY 2008, OPM's Investment Review Board no longer requires the HR LOB initiative to use OPM's Earned Value Management System. The HR LOB manages primarily a level of effort (LOE) type of activities and such poses a low level of risk for OPM.

Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-04-30

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
HRLOB-0001	Human Resources Line of Business	The HR LOB drives improved HR solutions and services through the establishment of SSCs, service delivery models and strategies for agencies. HR LOB supports agencies in implementing strategic and consultative HR practices through migration of selected HR functions to SSCs consistent with the business model determined by the agency. HR LOB's role in defining the business model and functions while holding SSCs accountable for meeting agencies' needs is essential to improved services.			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
HRLOB-0001	Human Resources							

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
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Line of Business

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
HRLOB-0001	FY 2012 Q1-Q2 SSC Support and Management	Review and approve agency SSC selection decisions; Manage Schedule of approved SSCs	2012-03-30	2012-03-30	2012-03-30	179	0	0.00%
HRLOB-0001	FY 2012 Q1-Q2 Planning and Strategy Formulation	Governance and monthly MAESC meetings; Capital Asset Planning, Investment Control, and Reporting; Outreach and communication; Coordinate interoperability and integration governance at OPM; Strengthen relationship and interaction with the CHCO and CIO Councils	2012-03-30	2012-03-30	2012-03-30	181	0	0.00%
HRLOB-0001	FY 2012 Q1-Q2 Performance Management Framework	Collect / analyze provider performance data	2012-03-30	2012-03-30	2012-03-30	181	0	0.00%
HRLOB-0001	FY 2012 Q1-Q2 Provider Assessment	Complete cycle one provider assessments; Conduct lessons learned	2012-03-30	2012-03-30	2012-03-30	179	0	0.00%
HRLOB-0001	FY 2012 Q1-Q2 HR IT Transformation	Conduct current state data flow analysis;	2012-03-30	2012-03-30	2012-03-30	179	0	0.00%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
		Establish governmentwide HR Data Model; Develop interoperability and integration standards; Establish and operate 'Federal HRIT Requirements Board'						

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
Engage all partner agencies to deliver support to partners and achieve effective governance of the HR LOB initiative.	Partner Agencies	Customer Results - Customer Benefit	Over target	24.000000	24.000000	24.000000	24.000000	Monthly
Engage OPM system owners in bi-monthly meetings to achieve effective governance of OPM interoperability and integration efforts.	Meetings	Customer Results - Service Quality	Over target	0.000000	0.000000	0.000000	6.000000	Semi-Annual
Complete CBA / HRIT Inventory to value cost savings and avoidance associated with agency migrations to Shared Service Centers (SSCs) and develop inventory of government HR systems.	Reports	Process and Activities - Financial	Over target	1.000000	0.000000	1.000000	1.000000	Monthly
Evaluate Shared Service Center (SSC) performance results against mandatory SSC performance measures with Performance Measures Tool.	Evaluations	Process and Activities - Quality	Over target	0.000000	0.000000	4.000000	4.000000	Quarterly
Complete HR Information Flow Analysis to analyze the information flow of HR data, at the entity level, through the HR	Reports	Process and Activities - Management and Innovation	Over target	0.000000	0.000000	1.000000	1.000000	Semi-Annual

Table II.C.1 Performance Metrics								
Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency

information life cycle to understand data ownership and authentic source, and to identify data interfaces/flow redundancies.